



Board of Directors Meeting

Via Teleconference

Friday, December 4th, 2020

1:04pm – 5:00pm EST

Cathy Bessant
Lauren Crandall
Dan Friedberg
Bree Gillespie
Alex Grassi
Richard Hayden
Will Holt
Karissa Niehoff
Jeanne O'Brien
Chip Rogers
Kathy Schiller
Mark Vittese (Joined the call at 1:09 pm)

Staff

Simon Hoskins, CEO
Janet Paden, CFO
Danielle Beaman, Secretary (left the call at 2:28pm)
Lisa McCoy, Director of Futures and Programming (left the call at 1:33pm)
Greg Drake, WNT Assistant Coach (Joined the call at 2:15pm; left the call at 3:20pm)
Anthony Farry, WNT Head Coach (Joined the call at 2:15pm; left the call at 3:20pm)

Other Attendees

Ron Hawley, Chair of Ethics Committee
Katherine Hennessey, USAFH Member (Joined the call at 1:16pm, left the call at 2:00pm; rejoined at 3:55pm, left the call at 5:00pm)
Steve Smith, Bryan Cave (Attorney) (Joined the call at 2:16pm; left the call at 2:55pm)

1. Call to Order – Bree Gillespie
2. Roll Call – Danielle Beaman
3. ED Report – Simon Hoskins
 - a. 2020 Overview
 - o Response to COVID pandemic review – further details into the steps that were taken throughout the year to ensure safety for staff both mentally and physically. The processes that were installed to protect staff and participants of potential events.
 - b. 2021 Forecast – Lisa McCoy and Simon Hoskins

- Risk Analysis – conservative approach. Changes coming to future programming such as NITQ's, Futures, Grow the Game, NITs, etc. Have developed two plans to approach the 2021 season. In regard to indoor playing, a final decision will be made January 6 -13 and will notify teams accordingly. Disney may be postponed to a later date in the year. Futures is a top priority for the organization.
- WNT Coaches should be in the U.S. early January. Visa process is still ongoing for the MNT Coach.
- WNT – Our ProLeague games are set to start in April but we are looking to move these games to June; will need approval from FIH.

Lisa McCoy left the call at 1:33pm

4. Budget Review – Janet Paden

a. Budget Review

- 2020 – showed how COVID affected our organization during the 2020 year. Loss of 8 staff/contractors along with pay reductions for a year with the remainder of the staff.
- 2021 – USOPC funding has been reduced significantly. Current budget assumes that events are proceeding as “normal”. Coaching and Umpire virtual clinics have been very successful, plan on resuming in-person clinics in the Spring, subject to COVID restrictions. For more information, please see presentation on Sharepoint.

Motion made by Chip Rogers and seconded by Karissa Niehoff to approve the 2021 Budget at 2:10pm EST. All in favor.

Katherine Hennessey left the call at 2:00pm

Motion made by Chip Rogers and seconded by Cathy Bessant to move into Executive Session at 2:12pm EST. All in favor.

Motion made by Karissa Niehoff and seconded by Dan Friedberg to move out of Executive Session at 3:42pm EST. 11 in favor; 1 abstention.

Break from 3:42 – 3:50pm EST.

Katherine Hennessey rejoined at 3:55pm.

5. Elections Report: Bree thanked the Nominating Committee for the large amount of time they put into the process, it was extremely helpful. Results:

Coach Director – Richard Hayden

Officials Director – Jeanne O’Brien

Independent director – Christie Smith, will start onboarding process in the coming month.

Both Alex Grassi and Lauren Crandall were re-elected. Lauren will be the AAC rep and Alex will be the alternate rep.

Karissa Niehoff is also up for reelection. **Motion made by Chip Rogers and seconded by Jeanne O’Brien to re-elect Karissa to the Board for another 4 years. 11 in favor; 1 abstention.**

Bree – special thank you to Caitie Tornes for her assistance through the entire process. Propose we implement policy procedures for the 2022 elections (lessons learned from this recent election).

6. Other business:

- a. DEI Committee – Bree Gillespie. We are continuing to meet; final formation on the statement. There is a DEI presentation on board portal which outlines recent work; the statement will be formally rolled out to the public (website and future website story). Will integrate Christie into the committee. USOPC has a new Director of DEI. The goal is to identify training in first half of 2021 for board and staff members. Advocacy Councils will include many Field Hockey communities, so we can listen and learn, and be inclusive of all those that would like to participate. Chip Rogers would like to formally recognize Sajad for his work with this committee.

Ron Hawley joined at 4:12pm EST.

- b. WNT Retention Update – Lauren and Ron. Recommendations from the Update were reviewed by Anthony, Greg and Simon. Proposed action items and priorities were reviewed with Lauren and Ron. Processes put in place will continue regardless of who the current coach is; it is athlete-driven. We will look to do the same process for the MNT.
- c. Annual General Meeting will be virtual on 12/15 from 12-1 EST.
- d. F&A Committee reviewed and voted to approve the lease amendment for the Colorado Springs office. **Motion by Chip Rogers and seconded by Jeanne O’Brien to accept the F&A recommendation. All in favor.**
- e. Board Chair and Vice Chair Election (2 years for Chip and 4 years for Bree have been completed). Process: after this meeting and leading to January meeting, submit nominations or self-nominations for either role, to Janet, Danielle and copy Bree if willing. Then an email will be sent to all BOD, and anyone nominated, one week prior to January meeting to give them time to prepare speech. Will take nominations through Jan 15 COB; January meeting is the 19th. Vote during January meeting, then that person will prepare and lead the March meeting (transition between January and March meeting).
- f. Bree expressed appreciation for Kathy Schiller’s board service. Simon and other Board Members shared about Kathy’s commitment, passion and time helping the men’s program, both the junior and senior teams.
- g. Simon recognized Chip’s first 2 years as Vice Chair, and recognized Bree as Chair the past 4 years.
- h. Suggested 2021 meeting schedule on 2nd page of agenda.
- i. Richard Hayden mentioned there will be ParaHockey at Special Olympics in Berlin 2023. Chip Rogers stated that Michigan is starting a ParaHockey Committee.

Motion made by Lauren Crandall and seconded by Richard Hayden to adjourn the meeting at 5:00pm EST. All in favor.